City of Portland

1020-PF&R
Portland Fire & Rescue

Bureau
Affirmative Action Program (AAP) Plan Reports

2018 Quarter 2 (Semi-Annual)
AAP Update Plan Reports
1/1/2018 to 6/30/2018

BHR BUREAU OF HUMAN RESOURCES

Job Group Analysis Summary by EEO Category Report

Job Group Analysis Summary by EEO Code

EEO Code & Description		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1 - Officials & Administrators	#	7	7	3	1	3	0	0	0		
23 Employees	%	30.43	30.43	13.04	4.35	13.04	0.00	0.00	0.00		
2 - Professionals	#	2	4	1	0	0	0	0	1		
9 Employees	%	22.22	44.44	11.11	0.00	0.00	0.00	0.00	11.11		
3 - Technicians	#	2	4	0	1	1	0	0	0		
6 Employees	%	33.33	66.67	0.00	16.67	16.67	0.00	0.00	0.00		
4 - Protective Service Workers: Sworn	#	132	46	40	24	37	20	1	10		
663 Employees	%	19.91	6.94	6.03	3.62	5.58	3.02	0.15	1.51		
6 - Administrative Support	#	1	11	0	0	0	0	1	0		
12 Employees	%	8.33	91.67	0.00	0.00	0.00	0.00	8.33	0.00		
7 - Skilled Workers	#	2	0	1	0	1	0	0	0		
16 Employees	%	12.50	0.00	6.25	0.00	6.25	0.00	0.00	0.00		
8 - Service	#	1	0	0	0	0	0	0	1		
2 Employees	%	50.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00		
731 Employees **Totals**	#	147	72	45	26	42	20	2	12		
	%	20.11	9.85	6.16	3.56	5.75	2.74	0.27	1.64		

Job Group Analysis Summary Report

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1DR - Officials/Admin - Directors		#	0	0	0	0	0	0	0	0		
1 Employee	1	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1CR - Officials/Admin - Community Relations		#	0	0	0	0	0	0	0	0		
1 Employee	1	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1FI - Officials/Admin - Fire		#	3	2	1	1	1	0	0	0		
11 Employees	1	%	27.27	18.18	9.09	9.09	9.09	0.00	0.00	0.00		
1FL - Officials/Admin - Financial		#	1	1	0	0	1	0	0	0		
1 Employee	1	%	100.00	100.00	0.00	0.00	100.00	0.00	0.00	0.00		
1GA - Officials/Admin - General Administrative		#	3	3	2	0	1	0	0	0		
8 Employees	1	%	37.50	37.50	25.00	0.00	12.50	0.00	0.00	0.00		
1PM - Officials/Admin - Program Management		#	0	1	0	0	0	0	0	0		
1 Employee	1	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
2AC - Professionals - Accounting		#	2	2	1	0	0	0	0	1		
3 Employees	2	%	66.67	66.67	33.33	0.00	0.00	0.00	0.00	33.33		
2ER - Professionals - Engineering & Related		#	0	0	0	0	0	0	0	0		
1 Employee	2	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
2FI - Professionals - Fire		#	0	1	0	0	0	0	0	0		
3 Employees	2	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		
2GA - Professionals - General Administrative		#	0	1	0	0	0	0	0	0		
1 Employee	2	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
2IT - Professionals - Information Technology		#	0	0	0	0	0	0	0	0		
1 Employee	2	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
3ER - Technicians - Engineering & Related		#	2	3	0	1	1	0	0	0		
3 Employees	3	%	66.67	100.00	0.00	33.33	33.33	0.00	0.00	0.00		
3PM - Technicians - Program Management		#	0	1	0	0	0	0	0	0		
1 Employee	3	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
3VI - Technicians - Video		#	0	0	0	0	0	0	0	0		
2 Employees	3	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4FI-4 - Protective Service-Sworn-Fire-Executive		#	3	1	2	0	1	0	0	0		
15 Employees	4	%	20.00	6.67	13.33	0.00	6.67	0.00	0.00	0.00		
4FI-3 - Protective Serivce-Sworn-Fire-Senior Level		#	6	5	3	0	3	0	0	0		
43 Employees	4	%	13.95	11.63	6.98	0.00	6.98	0.00	0.00	0.00		
4FI-2 - Protective Service-Sworn-Fire-Mid Level		#	40	14	11	13	7	6	0	3		
169 Employees	4	%	23.67	8.28	6.51	7.69	4.14	3.55	0.00	1.78		
4FI-1 - Protective Service-Sworn-Fire-Entry		#	83	26	24	11	26	14	1	7		
436 Employees	4	%	19.04	5.96	5.50	2.52	5.96	3.21	0.23	1.61		
6AC - Administrative Support - Accounting		#	0	1	0	0	0	0	0	0		
1 Employee	6	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
6GA - Administrative Support - General Administrative		#	1	8	0	0	0	0	1	0		
9 Employees	6	%	11.11	88.89	0.00	0.00	0.00	0.00	11.11	0.00		
6OS - Administrative Support - Office Support		#	0	2	0	0	0	0	0	0		
2 Employees	6	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
7AM - Skilled Craft - Auto Maintenance		#	0	0	0	0	0	0	0	0		
11 Employees	7	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
7BT - Skilled Craft - Building Trades		#	2	0	1	0	1	0	0	0		
4 Employees	7	%	50.00	0.00	25.00	0.00	25.00	0.00	0.00	0.00		
7GM - Skilled Craft - General Maintenance/Trades		#	0	0	0	0	0	0	0	0		
1 Employee	7	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
8GM - Service Maintenance - General Maintenance/Trades		#	1	0	0	0	0	0	0	1		
2 Employees	8	%	50.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00		
731 Employees	Totals	#	147	72	45	26	42	20	2	12		
		%	20.11	9.85	6.16	3.56	5.75	2.74	0.27	1.64		

Job Group Analysis Report

Job Group Analysis

1DR Officials/Admin - Directors

EEO Code: 1

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000432 - Fire Chief		#	0	0	0	0	0	0	0	0		
1 Employee		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1 Employee	Totals	#	0	0	0	0	0	0	0	0		
		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

1CR Officials/Admin - Community Relations

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000497 - Public Information Manager	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1 Employee Totals	#	0	0	0	0	0	0	0	0		
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

1FI	Officials/Admin - Fire	EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000825 - Fire Division Chief	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000826 - Fire Marshal	#	1	0	1	0	0	0	0	0		
1 Employee	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00		
30000823 - Fire Chief, Deputy	#	2	2	0	1	1	0	0	0		
8 Employees	%	25.00	25.00	0.00	12.50	12.50	0.00	0.00	0.00		
11 Employees Totals	#	3	2	1	1	1	0	0	0		
	%	27.27	18.18	9.09	9.09	9.09	0.00	0.00	0.00		

Job Group Analysis

1FL Officials/Admin - Financial

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000566 - Financial Analyst, Assistant	#	1	1	0	0	1	0	0	0		
1 Employee	%	100.00	100.00	0.00	0.00	100.00	0.00	0.00	0.00		
1 Employee Totals	#	1	1	0	0	1	0	0	0		
	%	100.00	100.00	0.00	0.00	100.00	0.00	0.00	0.00		

Job Group Analysis

1GA Officials/Admin - General Administrative

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000442 - Business Operations Manager, Sr	#	1	0	1	0	0	0	0	0		
1 Employee	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00		
30000441 - Business Operations Manager	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000453 - Management Analyst, Principal	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000440 - Business Operations Supervisor	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000452 - Management Analyst, Sr	#	1	1	0	0	1	0	0	0		
2 Employees	%	50.00	50.00	0.00	0.00	50.00	0.00	0.00	0.00		
30000451 - Management Analyst	#	1	0	1	0	0	0	0	0		
2 Employees	%	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00		
8 Employees Totals	#	3	3	2	0	1	0	0	0		
	%	37.50	37.50	25.00	0.00	12.50	0.00	0.00	0.00		

Job Group Analysis

1PM	Officials/Admin - Program Management	EEO Code: 1

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000464 - Program Coordinator		#	0	1	0	0	0	0	0	0		
1 Employee		%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1 Employee	Totals	#	0	1	0	0	0	0	0	0		
		%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

2AC Professionals - Accounting

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000064 - Accountant III	#	1	0	0	0	0	0	0	1		
1 Employee	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00		
30000063 - Accountant II	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000062 - Accountant I	#	1	1	1	0	0	0	0	0		
1 Employee	%	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00		
3 Employees Totals	#	2	2	1	0	0	0	0	1		
	%	66.67	66.67	33.33	0.00	0.00	0.00	0.00	33.33		

Job Group Analysis

2ER Professionals - Engineering & Related

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30002333 - Engineer-Fire Protection	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1 Employee Totals	#	0	0	0	0	0	0	0	0		
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

2FI Professionals - Fire

EEO Code: 2

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000800 - Fire Training Officer		#	0	1	0	0	0	0	0	0		
3 Employees		%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		
3 Employees	Totals	#	0	1	0	0	0	0	0	0		
		%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

2GA Professionals - General Administrative

EEO Code: 2

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000474 - EAP Specialist		#	0	1	0	0	0	0	0	0		
1 Employee		%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1 Employee	Totals	#	0	1	0	0	0	0	0	0		
		%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

2IT	Professionals - Information Technology	EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000449 - Business Systems Analyst, Sr	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1 Employee Totals	#	0	0	0	0	0	0	0	0		
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

3ER	Technicians - Engineering & Related	EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000336 - Fire Land Use Review Technician	#	1	1	0	0	1	0	0	0		
1 Employee	%	100.00	100.00	0.00	0.00	100.00	0.00	0.00	0.00		
30000333 - Development Services Technician II	#	1	2	0	1	0	0	0	0		
2 Employees	%	50.00	100.00	0.00	50.00	0.00	0.00	0.00	0.00		
3 Employees Totals	#	2	3	0	1	1	0	0	0		
	%	66.67	100.00	0.00	33.33	33.33	0.00	0.00	0.00		

Job Group Analysis

3PM	Technicians - Program Management	EEO Code: 3

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000489 - EMS Program Manager		#	0	1	0	0	0	0	0	0		
1 Employee		%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1 Employee	Totals	#	0	1	0	0	0	0	0	0		
		%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

3VI	Technicians - Video	EEO Code: 3

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000518 - Video Production Specialist		#	0	0	0	0	0	0	0	0		
2 Employees		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
2 Employees	Totals	#	0	0	0	0	0	0	0	0		
		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

4FI-4	Protective Service-Sworn-Fire-Executive	EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000807 - Fire Battalion Chief, Staff	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000806 - Fire Battalion Chief	#	3	1	2	0	1	0	0	0		
13 Employees	%	23.08	7.69	15.38	0.00	7.69	0.00	0.00	0.00		
15 Employees Totals	#	3	1	2	0	1	0	0	0		
	%	20.00	6.67	13.33	0.00	6.67	0.00	0.00	0.00		

Job Group Analysis

4FI-3 Protective Serivce-Sworn-Fire-Senior Level

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000817 - Fire Captain, Staff	#	1	0	0	0	1	0	0	0		
4 Employees	%	25.00	0.00	0.00	0.00	25.00	0.00	0.00	0.00		
30000816 - Fire Inspector, Sr - Specialist	#	0	1	0	0	0	0	0	0		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000811 - Fire Inspector, Sr	#	1	2	0	0	1	0	0	0		
6 Employees	%	16.67	33.33	0.00	0.00	16.67	0.00	0.00	0.00		
30000803 - Fire Captain	#	4	2	3	0	1	0	0	0		
31 Employees	%	12.90	6.45	9.68	0.00	3.23	0.00	0.00	0.00		
43 Employees Totals	#	6	5	3	0	3	0	0	0		
	%	13.95	11.63	6.98	0.00	6.98	0.00	0.00	0.00		

Job Group Analysis

4FI-2 Protective Service-Sworn-Fire-Mid Level

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000819 - EMS Specialist	#	1	2	0	0	0	0	0	1		
3 Employees	%	33.33	66.67	0.00	0.00	0.00	0.00	0.00	33.33		
30000812 - Fire Inspector/Specialist	#	6	4	0	2	2	2	0	0		
17 Employees	%	35.29	23.53	0.00	11.76	11.76	11.76	0.00	0.00		
30000815 - Fire Investigator	#	0	2	0	0	0	0	0	0		
5 Employees	%	0.00	40.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000801 - Fire Lieutenant, Staff	#	5	0	3	0	0	1	0	1		
11 Employees	%	45.45	0.00	27.27	0.00	0.00	9.09	0.00	9.09		
30000808 - Fire Inspector	#	7	3	0	5	1	1	0	0		
21 Employees	%	33.33	14.29	0.00	23.81	4.76	4.76	0.00	0.00		
30000798 - Fire Lieutenant	#	18	3	6	6	4	1	0	1		
102 Employees	%	17.65	2.94	5.88	5.88	3.92	0.98	0.00	0.98		
30000822 - Harbor Pilot	#	3	0	2	0	0	1	0	0		
10 Employees	%	30.00	0.00	20.00	0.00	0.00	10.00	0.00	0.00		
169 Employees Totals	#	40	14	11	13	7	6	0	3		
	%	23.67	8.28	6.51	7.69	4.14	3.55	0.00	1.78		

Job Group Analysis

4FI-1	Protective Service-Sworn-Fire-Entry	EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000795 - Fire Fighter Specialist	#	0	1	0	0	0	0	0	0		
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000793 - Fire Fighter	#	83	25	24	11	26	14	1	7		
434 Employees	%	19.12	5.76	5.53	2.53	5.99	3.23	0.23	1.61		
436 Employees Totals	#	83	26	24	11	26	14	1	7		
	%	19.04	5.96	5.50	2.52	5.96	3.21	0.23	1.61		

Job Group Analysis

6AC Administrative Support - Accounting

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000061 - Accounting Technician	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1 Employee Totals	#	0	1	0	0	0	0	0	0		
	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

6GA Administrative Support - General Administrative

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000435 - Executive Assistant, Director's	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000436 - Administrative Supervisor I	#	1	1	0	0	0	0	1	0		
1 Employee	%	100.00	100.00	0.00	0.00	0.00	0.00	100.00	0.00		
30000434 - Administrative Assistant	#	0	3	0	0	0	0	0	0		
3 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000433 - Administrative Specialist, Sr	#	0	3	0	0	0	0	0	0		
4 Employees	%	0.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00		
9 Employees Totals	#	1	8	0	0	0	0	1	0		
	%	11.11	88.89	0.00	0.00	0.00	0.00	11.11	0.00		

Job Group Analysis

6OS Administrative Support - Office Support

EEO Code: 6

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001558 - Timekeeping Specialist		#	0	1	0	0	0	0	0	0		
1 Employee		%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000012 - Office Support Specialist II		#	0	1	0	0	0	0	0	0		
1 Employee		%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
2 Employees	Totals	#	0	2	0	0	0	0	0	0		
		%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

7AM Skilled Craft - Auto Maintenance

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000708 - Vehicle Maintenance Supervisor II	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000707 - Vehicle Maintenance Supervisor I	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000132 - Vehicle & Equipment Mechanic, Lead	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000131 - Vehicle & Equipment Mechanic	#	0	0	0	0	0	0	0	0		
8 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
11 Employees Totals	#	0	0	0	0	0	0	0	0		
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

7BT	Skilled Craft - Building Trades	EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000714 - Facilities Maintenance Supervisor, Sr	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000072 - Facilities Maintenance Technician, Lead	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000071 - Facilities Maintenance Technician	#	2	0	1	0	1	0	0	0		
2 Employees	%	100.00	0.00	50.00	0.00	50.00	0.00	0.00	0.00		
4 Employees Totals	#	2	0	1	0	1	0	0	0		
	%	50.00	0.00	25.00	0.00	25.00	0.00	0.00	0.00		

Job Group Analysis

7GM	Skilled Craft - General Maintenance/Trades	EEO Code: 7

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000112 - Painter		#	0	0	0	0	0	0	0	0		
1 Employee		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1 Employee	Totals	#	0	0	0	0	0	0	0	0		
		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

8GM	Service Maintenance - General Maintenance/Trades	EEO Code: 8

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30002490 - Utility Worker II-CL		#	1	0	0	0	0	0	0	1		
2 Employees		%	50.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00		
2 Employees	Totals	#	1	0	0	0	0	0	0	1		
		%	50.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00		

Incumbency vs. Estimated Availability Report

(If Employment is less than Availability, the Availability % becomes the Placement Goal)

Incumbency vs. Estimated Availability

1DR Officials/Admin - Directors

Total Emp: 1

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	15.89	26.73	4.93	4.09	5.38	0.41	0.06	1.03
Emp Less Avail?								
Statistical Value	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
Stat Significant?								
Shortfall								

1CR Officials/Admin - Community Relations

Total Emp: 1

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	10.03	62.78	1.75	6.39	0.61	0.34	0.08	0.87
Emp Less Avail?								
Statistical Value	1.000E	0.372E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
Stat Significant?								
Shortfall								

1FI Officials/Admin - Fire

Total Emp: 11

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	27.27	18.18	9.09	9.09	9.09	0.00	0.00	0.00
Availability %	13.11	30.59	4.60	2.45	3.15	0.52	0.35	2.04
Emp Less Avail?		YES						
Statistical Value		0.521E				1.000E	1.000E	1.000E
Stat Significant?								
Shortfall		1						

1FL Officials/Admin - Financial

Total Emp: 1

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	100.00	100.00	0.00	0.00	100.00	0.00	0.00	0.00
Availability %	13.87	45.23	4.44	4.18	3.38	0.02	0.01	1.87
Emp Less Avail?								
Statistical Value			1.000E	1.000E		1.000E	1.000E	1.000E
Stat Significant?								
Shortfall								

In the Statistical Value section, standard deviations of 2.00 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

Incumbency vs. Estimated Availability

1GA — Officials/Admin - General Administrative

Total Emp: 8

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	37.50	37.50	25.00	0.00	12.50	0.00	0.00	0.00
Availability %	10.77	41.59	4.55	1.62	2.49	0.54	0.07	1.47
Emp Less Avail?								
Statistical Value		1.000E		1.000E		1.000E	1.000E	1.000E
Stat Significant?								
Shortfall								

1PM — Officials/Admin - Program Management

Total Emp: 1

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	18.99	48.81	5.89	5.06	3.65	0.56	0.15	3.71
Emp Less Avail?								
Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
Stat Significant?								
Shortfall								

2AC — Professionals - Accounting

Total Emp: 3

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	66.67	66.67	33.33	0.00	0.00	0.00	0.00	33.33
Availability %	14.79	65.07	8.89	0.57	2.69	0.27	0.13	2.22
Emp Less Avail?								
Statistical Value				1.000E	1.000E	1.000E	1.000E	
Stat Significant?								
Shortfall								

2ER — Professionals - Engineering & Related

Total Emp: 1

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	12.25	13.76	6.76	0.44	1.86	0.69	0.00	2.51
Emp Less Avail?								
Statistical Value	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E		1.000E
Stat Significant?								
Shortfall								

In the Statistical Value section, standard deviations of 2.00 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

Incumbency vs. Estimated Availability

2FI	Professionals - Fire							
Total Emp 3	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	14.36	78.26	3.29	1.98	9.09	0.00	0.00	0.00
Emp Less Avail?		YES						
Statistical Value	1.000E	0.121E	1.000E	1.000E	1.000E			
Stat Significant?								
Shortfall		1						

2GA	Professionals - General Administrative							
Total Emp 1	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	13.10	59.96	7.65	0.57	3.05	0.19	0.09	1.54
Emp Less Avail?								
Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
Stat Significant?								
Shortfall								

2IT	Professionals - Information Technology							
Total Emp 1	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	8.59	47.19	4.77	0.37	2.33	0.03	0.00	1.10
Emp Less Avail?								
Statistical Value	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E		1.000E
Stat Significant?								
Shortfall								

3ER	Technicians - Engineering & Related							
Total Emp 3	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	66.67	100.00	0.00	33.33	33.33	0.00	0.00	0.00
Availability %	17.00	32.32	7.15	1.55	3.56	1.13	0.09	3.52
Emp Less Avail?								
Statistical Value			1.000E			1.000E	1.000E	1.000E
Stat Significant?								
Shortfall								

In the Statistical Value section, standard deviations of 2.00 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

Incumbency vs. Estimated Availability

3PM	Technicians - Program Management							
Total Emp 1	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	18.32	31.57	4.42	0.00	8.83	0.00	0.00	5.08
Emp Less Avail?								
Statistical Value	1.000E		1.000E		1.000E			1.000E
Stat Significant?								
Shortfall								

3VI	Technicians - Video							
Total Emp 2	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	6.31	4.50	4.50	0.00	1.80	0.00	0.00	0.00
Emp Less Avail?								
Statistical Value	1.000E	1.000E	1.000E		1.000E			
Stat Significant?								
Shortfall								

4FI-4	Protective Service-Sworn-Fire-Executive							
Total Emp 15	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	20.00	6.67	13.33	0.00	6.67	0.00	0.00	0.00
Availability %	16.28	11.63	9.30	0.00	6.98	0.00	0.00	0.00
Emp Less Avail?								
Statistical Value		1.000E			1.000E			
Stat Significant?								
Shortfall								

4FI-3	Protective Serivce-Sworn-Fire-Senior Level							
Total Emp 43	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	13.95	11.63	6.98	0.00	6.98	0.00	0.00	0.00
Availability %	22.42	7.27	6.06	7.27	4.24	3.64	0.00	1.21
Emp Less Avail?	YES			YES		YES		
Statistical Value	1.331			1.836		1.274		0.726
Stat Significant?								
Shortfall	3			3		1		

In the Statistical Value section, standard deviations of 2.00 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

Incumbency vs. Estimated Availability

4FI-2	Protective Service-Sworn-Fire-Mid Level							
Total Emp 169	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	23.67	8.28	6.51	7.69	4.14	3.55	0.00	1.78
Availability %	19.63	6.31	5.61	2.80	5.84	3.27	0.23	1.87
Emp Less Avail?					YES			
Statistical Value					0.941		0.624	0.091
Stat Significant?								
Shortfall					2			

4FI-1	Protective Service-Sworn-Fire-Entry							
Total Emp 436	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	19.04	5.96	5.50	2.52	5.96	3.21	0.23	1.61
Availability %	20.90	7.50	1.29	8.20	8.39	1.29	0.13	1.61
Emp Less Avail?	YES	YES		YES	YES			
Statistical Value	0.957	1.218		4.321	1.828			0.007
Stat Significant?				YES				
Shortfall	8	6		24	10			

6AC	Administrative Support - Accounting							
Total Emp 1	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	12.44	90.50	5.55	0.53	3.21	0.41	0.14	2.60
Emp Less Avail?								
Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
Stat Significant?								
Shortfall								

6GA	Administrative Support - General Administrative							
Total Emp 9	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	11.11	88.89	0.00	0.00	0.00	0.00	11.11	0.00
Availability %	13.70	88.93	3.60	1.46	5.18	0.56	0.39	2.50
Emp Less Avail?								
Statistical Value	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E		1.000E
Stat Significant?								
Shortfall								

In the Statistical Value section, standard deviations of 2.00 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

Incumbency vs. Estimated Availability

6OS	Administrative Support - Office Support								
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	17.03	77.46	6.60	2.13	4.65	0.87	0.39	2.39
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
	Shortfall								

7AM	Skilled Craft - Auto Maintenance								
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
11	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	21.43	2.98	5.70	1.31	10.85	0.71	0.45	2.39
	Emp Less Avail?	YES				YES			
	Statistical Value	0.136E	1.000E	1.000E	1.000E	0.622E	1.000E	1.000E	1.000E
	Stat Significant?								
	Shortfall	2				1			

7BT	Skilled Craft - Building Trades								
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
4	Employment %	50.00	0.00	25.00	0.00	25.00	0.00	0.00	0.00
	Availability %	20.93	5.58	5.10	0.73	11.69	1.75	0.02	1.65
	Emp Less Avail?								
	Statistical Value		1.000E		1.000E		1.000E	1.000E	1.000E
	Stat Significant?								
	Shortfall								

7GM	Skilled Craft - General Maintenance/Trades								
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	17.41	3.61	2.05	1.43	9.79	0.78	0.54	2.83
	Emp Less Avail?								
	Statistical Value	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
	Shortfall								

In the Statistical Value section, standard deviations of 2.00 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

Incumbency vs. Estimated Availability

8GM	Service Maintenance - General Maintenance/Trades								
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	50.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00
	Availability %	37.42	4.40	1.28	3.81	29.08	0.45	0.57	2.23
	Emp Less Avail?								
	Statistical Value		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	
	Stat Significant?								
	Shortfall								

Total Employment: 731

W - Whole Person Rule

A group is considered underutilized when employment is less than the plan availability by at least one whole person.

In the Statistical Value section, standard deviations of 2.00 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

Shortfall Report (Persons Required)

(This is a supplemental report to the *"Incumbency vs. Estimated Availability Report"*)

Shortfall

1DR — Officials/Admin - Directors

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.2	0.3	0.0	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

1CR — Officials/Admin - Community Relations

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.1	0.6	0.0	0.1	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

1FI — Officials/Admin - Fire

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
11	# Employed	3	2	1	1	1	0	0	0		
	# Available	1.4	3.4	0.5	0.3	0.3	0.1	0.0	0.2		
	Persons Required	0	1	0	0	0	0	0	0		

1FL — Officials/Admin - Financial

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	1	1	0	0	1	0	0	0		
	# Available	0.1	0.5	0.0	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

1GA — Officials/Admin - General Administrative

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
8	# Employed	3	3	2	0	1	0	0	0		
	# Available	0.9	3.3	0.4	0.1	0.2	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

1PM — Officials/Admin - Program Management

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.2	0.5	0.1	0.1	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

2AC — Professionals - Accounting

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	2	2	1	0	0	0	0	1		
	# Available	0.4	2.0	0.3	0.0	0.1	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

2ER	Professionals - Engineering & Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.1	0.1	0.1	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

2FI	Professionals - Fire									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.4	2.3	0.1	0.1	0.3	0.0	0.0	0.0		
	Persons Required	0	1	0	0	0	0	0	0		

2GA	Professionals - General Administrative									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.1	0.6	0.1	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

2IT	Professionals - Information Technology									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.1	0.5	0.0	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

3ER	Technicians - Engineering & Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	2	3	0	1	1	0	0	0		
	# Available	0.5	1.0	0.2	0.0	0.1	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

3PM	Technicians - Program Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.2	0.3	0.0	0.0	0.1	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

3VI	Technicians - Video									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.1	0.1	0.1	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

4FI-4	Protective Service-Sworn-Fire-Executive									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
15	# Employed	3	1	2	0	1	0	0	0		
	# Available	2.4	1.7	1.4	0.0	1.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

4FI-3	Protective Serivce-Sworn-Fire-Senior Level										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
43	# Employed	6	5	3	0	3	0	0	0		
	# Available	9.6	3.1	2.6	3.1	1.8	1.6	0.0	0.5		
	Persons Required	3	0	0	3	0	1	0	0		

4FI-2	Protective Service-Sworn-Fire-Mid Level										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
169	# Employed	40	14	11	13	7	6	0	3		
	# Available	33.2	10.7	9.5	4.7	9.9	5.5	0.4	3.2		
	Persons Required	0	0	0	0	2	0	0	0		

4FI-1	Protective Service-Sworn-Fire-Entry										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
436	# Employed	83	26	24	11	26	14	1	7		
	# Available	91.1	32.7	5.6	35.8	36.6	5.6	0.6	7.0		
	Persons Required	8	6	0	24	10	0	0	0		

6AC	Administrative Support - Accounting										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.1	0.9	0.1	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

6GA	Administrative Support - General Administrative										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
9	# Employed	1	8	0	0	0	0	1	0		
	# Available	1.2	8.0	0.3	0.1	0.5	0.1	0.0	0.2		
	Persons Required	0	0	0	0	0	0	0	0		

6OS	Administrative Support - Office Support										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	2	0	0	0	0	0	0		
	# Available	0.3	1.5	0.1	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

7AM	Skilled Craft - Auto Maintenance										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
11	# Employed	0	0	0	0	0	0	0	0		
	# Available	2.4	0.3	0.6	0.1	1.2	0.1	0.0	0.3		
	Persons Required	2	0	0	0	1	0	0	0		

7BT	Skilled Craft - Building Trades										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	2	0	1	0	1	0	0	0		
	# Available	0.8	0.2	0.2	0.0	0.5	0.1	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

7GM		Skilled Craft - General Maintenance/Trades									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.2	0.0	0.0	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

8GM		Service Maintenance - General Maintenance/Trades									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	1	0	0	0	0	0	0	1		
	# Available	0.7	0.1	0.0	0.1	0.6	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

W - Whole Person Rule

A placement goal is set when employment is less than availability by at least one whole person.